Annual Report 2016/2017

SASKATCHEWAN
HUMAN RIGHTS
COMMISSION

Access to Justice ■ Courageous Conversations

VISION STATEMENT

To have all Saskatchewan residents understand human rights, value diversity, engage in the responsibilities of their citizenship, and respect the human rights of others.

MISSION STATEMENT

To champion human rights by promoting and protecting dignity, diversity, and equality within Saskatchewan.

GOALS

- Discourage and prevent discrimination.
- Implement restorative justice measures in all complaint resolutions.
- Secure appropriate remedies for individuals who experience discrimination.
- Seek systemic remedies for individuals and groups who experience discrimination.
- Advance the understanding of human rights through research and education.
- Provide leadership on public policy and legislation related to human rights and responsibilities.

Letter of Transmittal

The Honourable Gordon Wyant, Q.C.
Minister of Justice and Attorney General
Legislative Building
Regina, Saskatchewan

Dear Minister Wyant,

It is my honour to deliver the 2016-2017 annual report of the Saskatchewan Human Rights Commission to you, and as required by Section 49 of *The Saskatchewan Human Rights Code*.

This report reflects the activities and successes of the Commission for the fiscal year beginning April 1, 2016 and concluding March 31, 2017.

Sincerely,

David M. Arnot
Chief Commissioner

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Message from the Chief Commissioner

Throughout the 2016/17 business year, the Saskatchewan Human Rights Commission worked hard to meet the expectations of the people of this province who face discrimination and inequity. With 444 complaints recieved, there is no indication that the need for human rights services will decrease in the near future.

Beyond those numbers are the stories – people with disabilities are not being accommodated, pregnant women are fired from their jobs, and many other forms of discrimination still occur every day. The human rights issues that come to the Commission's door invariably reflect highly personal issues that speak to an individual's intrinsic sense of self.

In all cases, the Saskatchewan Human Rights Commission responds to this demand, and provides critically necessary access to justice for these sensitive issues. Providing arms-length and independent access to justice to resolve complaints is part of the Commission's core complaint resolution mandate.

The Commission also meets the obligations of its public education mandate by creating opportunities for constructive dialogue. Outreach, and events like our first ever *Courageous Conversations Forum*, held in November 2016, are making a difference. When students at the event were asked how they see the future of our province and country, they said, "we don't want nice words, we want action."

Action will not be without its challenges. A 2016 Environics poll shows that racism remains a huge issue in western Canada. What is clear is that we need understanding in our province and across our country. It is not surprsing that education was flagged in the Truth and Reconciliation Commission of Canada's report, again and again, as a critical way to achieve this understanding, and a necessary action if we are to restore and rebuild relationships.

Despite the challenges, I remain mindful of the words of Clare Beckton, Founding Executive Director, Carleton University Centre for Women in Politics and Public Leadership; "If protecting rights was easy we would not need a Charter." To that I would add, if protecting rights was easy, we would not need a Charter or a human rights code. This work, difficult though it may be, is fundamentally important. The Commission remains committed to this important work and to serving the people of Saskatchewan.

David M. Arnot
Chief Commissioner

Courageous Conversations

The Commission is responding to the need to foster inclusion in our communities through a constructive dialogue process.

Community leaders, educators, students, and advocates met on November 15, 2016 at TCU Place in Saskatoon for the SHRC's first-ever Courageous Conversations forum. With the assistance of the Saskatchewan Educational Leadership Unit, participants were asked to respond to the main question for the day, "What responsibility do you, others, and your organization play in building a stronger, inclusive Saskatchewan?"

The day long event was part of the Commission's citizenship education outreach. Previously, the Commission identified six key social-context issues facing our province:

- Racial discrimination,
- Mental health and addictions,
- Disability,
- Indigenous culture, awareness, and reconciliation,
- Gender, and
- The overarching need for social responsibility as demanded in the world's response to the Holocaust.

Chief Commissioner David Arnot challenged the participants to respond to the fears, ignorance, and uninformed stereotypes in our society. Limited thinking, he noted, must be challenged by knowledge and a reaffirmation of a commitment to good citizenship. In observing that, "the status quo is not acceptable nor sustainable," he highlighted the importance of awareness and education about the need for community-wide responses.

The Courageous Conversations event focused on three of these issues: racial discrimination, mental health and addictions, and Indigenous culture, awareness, and reconciliation.

RACIAL DISCRIMINATION

Grade 11 and 12 E-Journalism students from Aden Bowman Collegiate led many of the conversations with their focused perspectives on issues like racial discrimination. The students noted that schools mirror the diversity of the surrounding community, and that classrooms are well placed to challenge racism inside and outside of schools.

Students spoke about how citizenship requires exercising the privilege that they as Canadians share and standing up for what they believe in. They also emphasized that citizens must be aware of what is going on around them, listen to the voices that ask to be heard, and demonstrate empathy and compassion for others.

Educators and students alike recognized that teaching equity can be challenging, and that training and tools will have an impact on anti-racism dialogue.

Brenda Green, a Superintendent of Education with Saskatoon Public Schools, said that we are all responsible for:

> Creating an environment that says, naturally, this is the right thing to do. By asking, 'how do we create that environment so we can all have a voice?' And recognizing that we just don't have one voice, we have a variety of voices. We must do this as we co-construct curriculum, as we develop actions that can improve the viability and lifestyles of our Indigenous students who will [in turn] become parents and adults.

MENTAL HEALTH AND ADDICTIONS

During the afternoon round table sessions, participants discussed the link between education about health concerns, including addictions, and the healing of individuals and communities affected by health issues. The impact of stigma, isolation, and suicide was acknowledged, and that an increased coopera-

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tion between families, healthcare professionals, and communities was necessary. In speaking to the students, Dr. Fern Stockdale-Winder noted that it is important to understand the link between mental health and addictions:

> Why did somebody at this point in their life choose to start using a substance? Whether that's alcohol, marijuana, cocaine, or fentanyl. Lots of times the reason we start using is because there is something else going on in our lives that we are trying to escape from... for some people that pattern becomes a real problem because they are using this escape strategy all the time.

INDIGENOUS CULTURES AND AWARENESS

Participants noted that the Courageous Conversations forum provided an opportunity for the community to talk about issues facing Indigenous people. Treaty education in the Kindergarten to Grade 12 curricula was seen as an important step. At the same time, the need for greater representation of Indigenous language in schools, the larger community, and at future Courageous Conversations events was deemed necessary for reconciliation.

KEYNOTE SPEAKER – DR. JOEL WESTHEIMER

In addition to the constructive table dialogues, Joel Westheimer, professor and University Research Chair in Democracy in Education at the University of Ottawa, spoke about the importance of connecting what is taught in schools to the community and to the world. He noted that there is a link between student success and a nation's economy.

For Westheimer, student success includes an understanding of social justice, the arts, and critical thinking; these are skills and abilities that are not easily captured by standardized testing. More broadly, students need to understand that democracy requires an understanding of the varying context, needs, and perspectives of individuals. Westheimer suggested:

> What schools should really struggle to do is to teach kids that there are many different perspectives on issues out there, and in fact even their teachers, as adults, have different perspectives on various issues. I would love to see students get more of a chance to see their teachers disagree on important issues, and to see other adults disagree, because that's an important part of living in a democratic society, having kids exposed to multiple perspectives and learning to evaluate those perspectives.

The afternoon panellists challenged participants to find ways to foster belonging in the community. In particular, valuing multiculturalism, and responding to the changing demographics as an opportunity for inclusion and growth, would forge new relationships. Heather Fenyes, cofounder of Think Good. Do Good. said that:

> When we break down any conversation, any relationship, or any opportunity, we should always go to shared values. There are very few instances where we can't identify shared values... Shared values are the foundation. Once we recognize the 'other' as human, the language of their humanity, and their shared values, then we can introduce other subjects where we don't necessarily agree, and we don't have to agree; we can talk about them safely and with mutual respect.

In his concluding remarks, Chief Commissioner Arnot reflected on the Saskatchewan motto, "from many people strength," observing that this motto recognizes that many people have come from all over the world to this province with many different skills and talents.

> This province is strong, in part, because it recognizes that by virtue of being born, all people automatically have human rights.

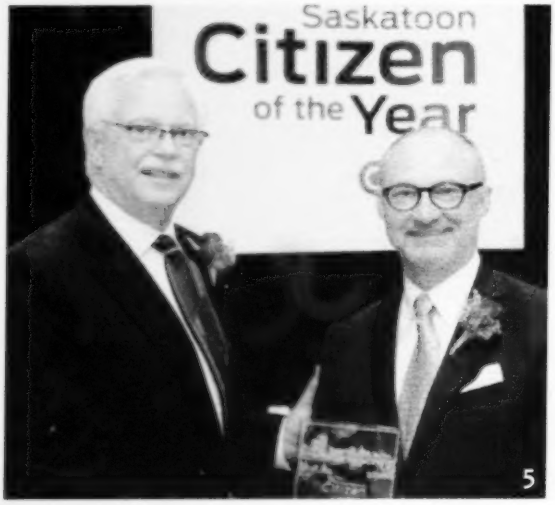
But the "concept" of rights, if it is only written on paper, has no support if the people do not stand together. Citizenship is about three things:

1. Knowledge of rights,
2. Respect for others, and
3. Responsible action.

Think about the conversations you have today, with people you don't know, and with the people you already know. Asking respectful questions is the way to challenge your own assumptions, and to learn to see someone else, or even another group of people , in a different light. This kind of knowledge is empowering, and it enables you to take action.

Chief Commissioner Honoured by Bell Media

The CTV Saskatoon Citizen of the Year award is presented to an individual who exemplifies excellence in community service.



CTV Saskatoon and its parent company Bell Media, revealed on December 31 that Chief Commissioner David Arnot was the 2016 Saskatoon Citizens of the Year.

David Arnot was appointed Chief Commissioner for the Saskatchewan Human Rights Commission in 2009. He was mandated to revitalize and renew that Commission, and to find a new path for education.

"I am honoured and humbled by this recognition. Fundamentally, you cannot achieve success in a community alone. The work I have done, throughout my career and in the community, is based on creating good relationships," said Chief Commissioner Arnot.

In 2011, Arnot implemented a four pillar business plan with the aim of improving legal and litigation activity, emphasizing resolution through mediation, using systemic advocacy as a means to address inequity for groups, and focusing on citizenship education for schools, classrooms, and students. He was reappointed in 2014 for an additional 5-year term.

On March 31, CTV Saskatoon held a luncheon to honour and recognize Arnot's contributions. Mr. Jeff Bollenbach, Bell Media General Manager for Manitoba and Saskatchewan Radio and Television and Radio, said, "The list of accomplishments and contributions as we have heard today is really remarkable. Maybe more important is the impact he has had on countless individuals in this community, and many others – we know it has gone far beyond Saskatoon. We are here to say thank you to you, to your family, as we all know you just don't accomplish those kinds of things without that kind of support."

Reflecting on the accomplishments of the Saskatchewan Human Rights Commission during his tenure, Arnot spoke of, "resolving many difficult complaints through mediation and directed mediation," referring human rights issues to the Court of Queen's Bench for, and taking the hate speech case to the Supreme Court of Canada.

He also highlighted the adoption of the Saskatchewan mediation model by the Canadian Human Rights Commission, how systemic advocacy resolved complaints about public transportation for people with disabilities, and how citizenship education has found strong support in classrooms.

This work is a continuation a lifelong commitment to promote social responsibility, the need to respect all people, and his focus on education as a necessary means to foster positive social change.

"None of the work that I have done, or this recognition as citizens of the year, is mine alone. I think this award recognizes the leaders, educators, and legal community who have a shared vision for our province," said Arnot.

Reconciliation, Equity, and Awareness

The Saskatchewan Human Rights Commission is committed to community dialogue about Indigenous, Treaty, and Human Rights.

As a response to the Truth and Reconciliation Commission of Canada's (TRC) Calls to Action, the Saskatchewan Human Rights Commission has been working with community groups, educators, and Indigenous leaders to promote the important link between human rights, Aboriginal rights, and Treaty rights.

For example, McClure United Church in Saskatoon held a "Call to Action" day on October 29, 2016. At that event, church and community members learned about the impact of residential schools from survivors, and the historical events that continue to shape the relationship between Indigenous people and all other Canadians. The goal of this event for McClure was to start a dialogue with the larger community.

Speaking to the participants, Chief Commissioner Arnot asserted, "Today, we need to work toward equality. To do this, we must look for every opportunity to create equity. Equity is an important principle for human rights commissions, and it is also important to the faith and education communities. The essence of equity is that you sometimes need to treat some people differently, with additional resources or supports, to get on the path of equality."

Chief Commissioner Arnot offered a similar message to the attendees of the Commission's first ever speakers' series event in Regina on January 19.

In partnership with the First Nations University of Canada, students, faculty, and invited guests, listened to Archbishop Donald Bolen talk about the role of churches in the pursuit of the Truth and Reconciliation Commission's Calls to Action.

The Archbishop observed that, the TRC report, "doesn't write off the churches, rather it calls the churches to act and proposes specific steps – it invites solidarity, engagement, and responsibility. It invites churches into a conversation and summons them to be actively engaged in the work of reconciliation and renewal, working towards building a different kind of future."

Chief Commissioner Arnot reminded the speakers' series event attendees that the path to reconciliation requires everyone to understand and acknowledge the past. In addition, an "awareness about the importance of Indigenous people in Canada's history is an obligations of our citizenship."

Pillar 1 - Litigation & Legal

The Commission's legal team uses litigation and Directed Mediation to settle complaints.

Since 2011, the Commission has applied appropriate case resolution through directed mediation and hearings at the Court of Queen's Bench. At the Chief Commissioner's direction, the Commission legal team prepares briefs, legal positions, and dismissals. The following case summaries illustrate some of the directed mediation outcomes during the 2016-17 business year.

NON-ACCOMMODATION OF PROGRESSIVE DISABILITY LEADS TO $175,000 SETTLEMENT

After working nearly 5 years with a major charitable organization, Joanne's disability was affecting her in new and discomforting ways. Hoping to work proactively with her employer, she was looking to find another position within the same organization.

After calling in sick one day, however, she was verbally dismissed without warning or cause, and received a termination letter shortly thereafter. Joanne believed that she was fired because of her disability, contrary to Section 16(1) of *The Saskatchewan Human Rights Code* that states:

> No employer shall refuse to employ or continue to employ or otherwise discriminate against any person or class of persons with respect to employment, or any term of employment, on the basis of a prohibited ground.

Through the investigation process, evidence supported the view that that Joanne's employer failed to accommodate her disability. Moreover, evidence supported the allegation that the employer refused her medical leave and terminated her from her position in order to prevent her from accessing disability benefits.

While the employer had accommodated Joanne's medical absences for some time, they believed that retaining her would create an undue hardship for the organization. Because the evidence did not demonstrate hardship, the termination was very likely to be found to breach of the duty to accommodate.

In Joanne's case, the parties agreed that a remedy under the *Code* for damage to dignity, compensation for loss of employment and benefits was appropriate. This compensation included payment for wrongful dismissal, a notice period, and the amount payable under her long-term disability income insurance policy until age 65. Through directed mediation, Joanne received a settlement of $175,000 from her former employer.

A RESIGNATION DOES NOT ALWAYS ELIMINATE RESPONSIBILITY

Jerry's diabetes sometimes caused him to have energy and mood swings in his workplace of 21 years. His colleagues and his employer were aware of his condition, and could see that he had increased cognitive difficulties after he had a disability-related heart attack.

After being berated for his job performance by a fellow employee, Jerry handed in a one-line resignation letter that offered no explanation. The employer did not investigate this sudden departure. Jerry sought medical attention that day.

Shortly after, Jerry contacted his employer in an attempt to retract his resignation. The organization cancelled a meeting with him to discuss this possibility.

Jerry believed that his employer did not take into account how his disability had affected him the day he resigned. As well, he cited workplace harassment he received because of his disability.

An employer, with knowledge of a disability (or potential disability) that is affecting an employee's behaviour, has a duty to make further inquiries. Moreover, an employer cannot rely on an employee's agreement to end employment where the employee is not medically fit to understand the consequences of his actions, due to disability, as this would be considered a breach under Section 16 of the *Code*. Through directed mediation, the parties agreed that Jerry should receive a settlement of nearly $82,000.

BUS COMPANY AGREES TO EDUCATION, TRAINING, PURSUES RECONCILIATION

When Jennifer, her young child, and friend John got off the bus, it wasn't because they had reached their destination. A disagreement between the bus driver and the adult passengers escalated, voices were raised, and the three passengers were ordered to leave.

Between the back and forth shouting, Jennifer and John alleged that the bus driver verbally disparaged them based on their Indigenous heritage. Jennifer and John filed separate complaints with the Commission, based on Section 12 of the *Code*, that the bus driver discriminated against them on the basis of race and ancestry.

A review of the audio and video recordings made by the onboard security system captured a testy exchange and animosity. Unfortunately, some of the audio was unclear and the bus company denied the allegations.

As part of the settlement agreement, the company agreed to:

- Improve education and training of bus drivers and staff, including awareness of Indigenous culture and issues facing Indigenous peoples,
- Improve transit policies, procedures and investigative practices, and
- Develop and implement initiatives in accordance with the 94 Calls to Action of the Truth and Reconciliation Commission of Canada.

Marijuana Legalization and the Code

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With the expected legalization of marijuana, employers are expressing concerns about safety and compliance with the Code.

On September 27, the Saskatchewan Human Rights Commission's legal team met with Ms. Barbara von Tigerstrom, a recognized expert in drug regulation and a member of the federal government's Task Force on Cannabis Legalization and Regulation.

Employers and business owners in Saskatchewan express concern that balancing workplace safety, accommodating individuals who may require cannabis products for medical purposes, and stopping criminal activity often represent competing interests.

From a human rights perspective, the legal use of cannabis can be linked to necessary medical treatment and/or disability. In the workplace, for example, employers have a duty to accommodate employees with disabilities and an employee's related healthcare needs.

At the same time, the duty to accommodate must also consider the safety and well being of all employees, the effects of on the job impairment, or inappropriate behaviour.

Consistent with this approach, the Task Force's final report, reflected the position of the SHRC by stating, "drug testing in workplaces can only be used if it is to satisfy bona fide occupational requirements" (p. 29).

The Federal Government's Task Force on Cannabis Legalization and Regulation presented its final report on December 31. The Saskatchewan Human Rights Commission was the only provincial human rights agency to make a presentation to the Task Force.

In the News - Ad Denial Not Discriminatory

The Court is best placed to evaluate the impact of discrimination and competing rights.

Between 1997 and 2012, Mr. Hugh Owens purchased advertising in the Regina Leader-Post to post selected Bible Verses. In 2013, however, the Regina Leader-Post newspaper declined to publish Mr. Owens advertisement on the grounds that the Bible verses denounced homosexuality and were offensive to the paper's readership.

Mr. Owens felt that he had been discriminated against on the basis of religion. As part of an individual's religious practice, a person has the right to publish their religious beliefs. "Publication" can include religious texts and extracts from religious texts.

At the same time, publishers have the right to determine the editorial content of their publications (i.e., freedom of expression). Like all other businesses, publishers are required to act in a non-discriminatory manner.

While the Commission acknowledged that the advertisement could be considered offensive to members of the LGBTQ community, there appeared to be a conflict between freedom of expression, for both Mr. Owens and the Leader-Post, and Mr. Owens right to freedom of religion.

To address the apparent conflict between freedom of expression and freedom of religion, the Commission referred Mr. Owens' complaint to the Court of Queen's Bench so that the Court could determine how these competing rights should be resolved.

On September 6, 2016, the Court of Queen's Bench determined that the Regina Leader-Post did not discriminate when it refused to publish an advertisement that it deemed to be anti-gay. The Court accepted that the advertisement ran counter to the core values of the Leader-Post. It was also found that Mr. Owens was not refused because of faith or religion, or that he had been treated differently from other individuals who seek to place an advertisement that may offend. The Court also found that Mr. Owens could communicate his beliefs in ways other than advertising in the Leader-Post.

In his decision, Justice Daryl Brown observed that, "resolution of conflicts amongst various rights, must be accomplished on a case by case basis with close attention being paid to the facts in each instance," and that given the facts of this situation, "there has been no discrimination."

Settlement, Legislation Supporting Trans Rights

The process for transgender adults to have the gender designation on their birth certificates changed has been clarified.

Prior to February 2016, *The Vital Statistics Act* (2009) required transgender adults to have "gender reassignment surgery" before their birth certificate could be changed to reflect the sex consistent with their gender identity.

By consent, an order was issued by the Court of Queen's Bench, giving authority to the Registrar of Vital Statistics to change the sex designation for transgender people 18 and older.

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The consent order was issued in response to a human rights complaint filed by Mrs. Laura Budd with the Saskatchewan Human Rights Commission. The Commission applied to the Court for a hearing on her behalf, and argued that the existing legislation is contrary to section 12 of *The Saskatchewan Human Rights Code*. Section 12 of the Code states that no person or group can be denied accommodation, services, or facilities based on a prohibited ground – in this case, the ground of sex. In May 2016, Mrs. Budd's human rights complaint was resolved, and a one-time donation of $20,000 was paid to Moose Jaw Pride for the purpose of providing public education about the rights of transgender people.

"Mrs. Budd's commitment to this process will greatly benefit all transgender people in our province," said Chief Commissioner David Arnot. "We know that transgender people face discrimination in housing, employment, and they also face travel restrictions – in part because of the mismatch between their gender identity and their government issued identification."

The Government of Saskatchewan approved legislation that amended the existing laws to comply with the order.

Residents can request a change of sex designation on their Saskatchewan birth registration through eHealth (https://www.ehealthsask.ca/residents/Pages/Sex-Designation.aspx).

This request will also trigger a change to the designation on a birth certificates. Saskatchewan residents may also request an update to their sex designation on their Saskatchewan Health Card and Saskatchewan Driver's Licence.

Changing government identification now requires:

- a statutory declaration that is signed before a Commissioner for Oaths or Notary Public,
- a letter from a physician or a psychologist, and
- Processing fees to change the birth registration and the long form birth certificate.

By the Numbers

New complaints in 2016/17	=	444
Complaints formalized	↑	141
# of employment related complaints / (and % of overall complaints)	=	122 (87%)
Business line inquiries (and % increase)	↑	451 (+16%)
Main line telphone and email inquiries	=	1672
Settlements in 2016/17	=	122
Settled at Pre-Complaint, Mediation, Investigation, and Systemic Advocacy	=	99
Settled at Directed Mediation / Pre-hearing conference, Hearing	=	23

Pillar 2 - Mediation

Year after year, mediation is an effective means to resolve complaints, and achieve resolutions that meet the needs of the parties.

TIME AWAY FROM WORK FOR CHILD'S HEALTHCARE A FAMILY STATUS ISSUE

A month after a Jeremy started working for his employer, he asked for a week off work due to an emergency medical assessment and treatment for his young son.

Throughout, Jeremy kept his supervisor apprised of what was happening, and the time he needed off. After this week away, he approached his manager with a doctor's note to request 2 additional weeks while his son was being treated. The manager asked him to wait for a few minutes, and then returned with a letter of termination.

The employer said that there were some performance concerns that factored in to their decision to terminate the complainant's employment. Parties agreed to $12,000.00 in compensation for damage to dignity, and the respondent provided a letter of reference.

"NO PREGNANCY" JOB INTERVIEW DEMAND CREATES EMPLOYMENT IMPASSE

Jessie attended a job interview where she was told that she was not allowed to have children for three years. Despite her concerns, she accepted the position because she needed the job.

It quickly became apparent to Jessie that there were a number of issues with her employment with the company, and she resigned. Shortly after, she filed a complaint of discrimination on the basis of sex. Parties agreed to $2,500 compensation for damage to dignity, and the respondent gave her a letter of apology. Fortunately for Jessie, she obtained other employment a few weeks later.

**Names have been changed.*

SETTLEMENT FOR DRIVER FIRED WHILE RECEIVING WCB BENEFITS

For 4 years, Jake served as a truck driver for a Canada-wide company. While operating the company vehicle, Jake was involved in a crash that resulted in him sustaining a broken pelvis.

Jake received benefits from a Workers' Compensation Board settlement for three months, and was planning to return to work. Days before his return, he attended a meeting with his employer and was terminated.

The next day, Jake filed a complaint, alleging that his employer had failed to accommodate his disability, and that his employment was terminated contrary to Section 16 of the *Code*. As part of the settlement agreement, Jake received payment for damage to dignity, retraining allowance for his recertification, and a letter of reference. The employer agreed to formalize a training policy for truck operators.

COMPLAINT OVER PREGNANCY-RELATED TERMINATION RESOLVED

Jenna was a young adult who had been working for a chemical manufacturing company for 4 months when she learned that she was pregnant. She experienced complications and had to be hospitalized. Although she returned to work, she was occasionally absent because of illness. The employer was aware of Jenna's pregnancy and expressed concerns about her complications and her age. Her supervisor also asked Jenna to consider resigning.

Medical complications meant that Jenna was away from her job, and she was terminated the day before she was supposed to return to work. Jenna filed a complaint because she believed her employer had not accommodated her on the basis of age, disability, and pregnancy, contrary to Section 16 of the Code. The parties settled the complaint with a total payment of $27,500 for damage to dignity, expenses, and release of the right to reinstatement.

SEXUAL HARASSMENT BY TEXT MESSAGE

Janelle interviewed for an office receptionist position, and she was contacted for a second interview. At the same time, she also received a text message with a picture of male genitalia.

At her second interview, Janelle noticed that the phone number from the text message was the same as the manager's cell phone number. She said that she was upset by the discovery of the phone number, and the interview did not go well. She did not get the job.

Janelle reported these circumstances to the police, and the manager acknowledged to the police that he sent the text message. The respondent apologized for sending the text message, and said that he was in counselling to try to understand why he sent it, and so it would not happen again.

Unfortunately for Janelle, who also has depression, this circumstance made her condition worse. Although she found another job in a few weeks time, she was unable to continue and had to resign; Janelle did not qualify for employment insurance benefits. The parties agreed to $12,000 in compensation for damage to dignity.

Complaints Resolved

The following cases illustrate how precomplaint resolution, mediation, and directed mediation help parties resolve human rights complaints.

SETTLEMENT FOR EMPLOYEE IN NON-TRADITIONAL MAINTENANCE JOB

Jill* is the only female employee in a maintenance position for a large public service employer. Although her workplace provided male employees with uniforms and safety gear, Jill had to purchase her own, for which she was reimbursed only after insisting on being repaid.

One year into her employment, Jill had not been given appropriate training for maintenance duties. She found herself struggling with assignments, making errors, and generally being assigned cleaning and laundry duties.

Unlike her male colleagues, Jill was required to report mistakes to her supervisor. On more than one occasion, she was singled out to receive criticism from her supervisor in front of her colleagues. This contributed to her having work related health issues. Under the advice of a physician, Jill was directed to take time away from work.

Given her concerns, Jill felt that she was being discriminated against on the basis of sex, contrary to Section 16 of the *Code*. Through mediation, the parties agreed to resolve Jill's complaint with a return to work plan, giving her assurances the problems she encountered would not reoccur, and compensation in the form of $6,000 for lost wages. She also received 12 weeks credit towards her seniority in her union for the time she was away.

DIRECTED MEDIATION ADDRESSES NEED FOR REDUCED WORKLOAD

For 8 years, Jennifer* had been employed with a health-related organization when her job description and title were changed without a new contract.

A year later, her physician required her to take a one-year medical leave to accommodate her disability. At that point, she was prescribed a graduated return to work with no travel or overtime. Jennifer's employer told her that this could not be accommodated. Instead, she asked to reduce her workload to 80% of a full-time position and her employer agreed. She was, however, still expected to do some work-related travel and to put in overtime. This was not conducive to accommodation of her disability and her needs as a single parent in the workplace.

That same year, Jennifer also applied for a different position with her employer and she was invited to an interview but later informed that an 80% accommodation would not be possible. She was ultimately unable to return to here work place.

Jennifer submitted a complaint stating the belief that she had been discriminated against on the basis of Section 39(2) of the Code. In a directed mediation process, the parties agreed to settle the complaint through a resolution including payment for damage to dignity, reimbursement of medical expenses related to her disability, a letter of reference, and a retiring allowance, with compensation totalling $75,000.

RECEIPT OF SOCIAL ASSISTANCE LEAVES RENTER WITHOUT HOUSING

After viewing a rental suite with a potential landlord, Joanne* expressed her interest by submitting the required form. Her application was accepted the next day.

As a person with a disability, Joanne* receives public assistance to support most of her housing costs. She is, however, required to pay for rent costs beyond what the program's monthly allowance permits.

With all of the rent money in place, she asked her soon-to be landlord to complete a form that would confirm her new residence to her assistance program. Joanne was surprised when the landlord questioned her ability to pay rent, provide a damage deposit and manage her other expenses.

In the end, the landlord refused to fill out the form even though the public assistance program provides a written guarantee for the damage deposit.

Joanne believed that the Landlord's actions constituted discrimination, contrary to Section 11 of the Code. Through directed mediation the parties settled the complaint with a payment for damage to dignity under Section 31(4) of the Code.

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HEALTHCARE REVISES POSITION ON PERMANENT RESIDENT STATUS

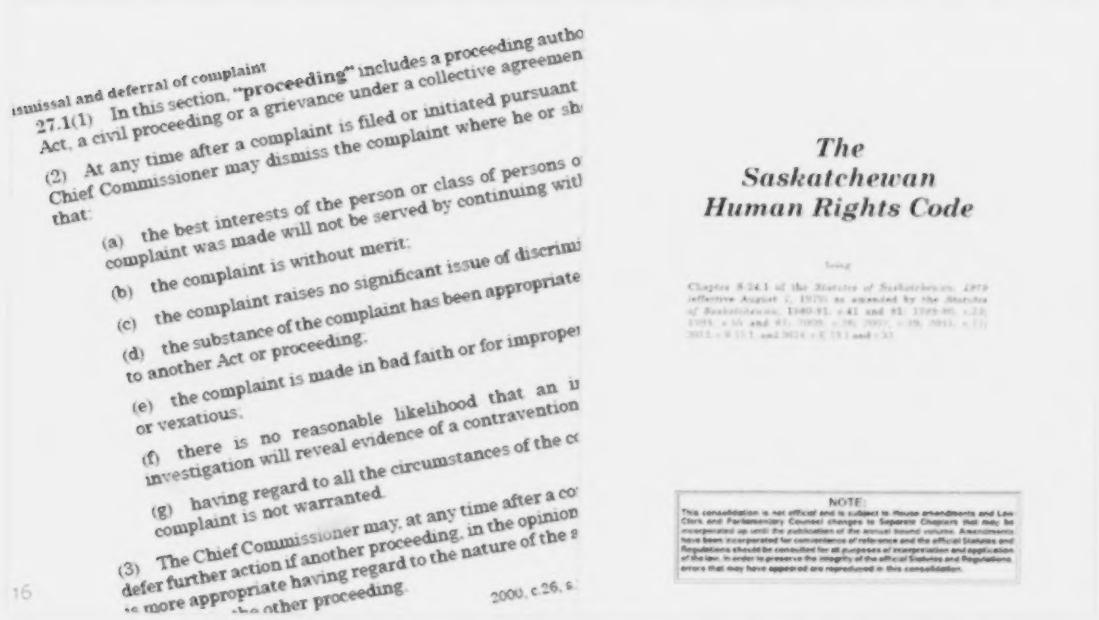
As a new permanent resident in Canada, John* was hoping to further his healthcare-related career. Having received his education and training outside of the country meant that he would need to qualify and apply for licensing with the provincial regulatory agency for his profession.

During the time that his application was being reviewed, the regulatory agency ceased accepting internationally trained people. Because of this decision, John was unable to receive the assessment and training that he needed for licensing.

John filed a human rights complaint, believing that he had been discriminated against on the basis of place of origin contrary to Sections 9 and 19 of the Code. Through mediation, the regulatory agency agreed to reinstate its assessment and licensing procedure for internationally trained applicants, thereby allowing John, and all other eligible candidates, to be assessed for licensing.

**Names have been changed.*

Focus on Best Practices: Case Management*



ismissal and deferral of complaint

27.1(1) In this section, **"proceeding"** includes a proceeding autho
Act, a civil proceeding or a grievance under a collective agreemen

(2) At any time after a complaint is filed or initiated pursuant
Chief Commissioner may dismiss the complaint where he or sh
that:

(a) the best interests of the person or class of persons o
complaint was made will not be served by continuing wit

(b) the complaint is without merit;

(c) the complaint raises no significant issue of discrimi

(d) the substance of the complaint has been appropriate
to another Act or proceeding.

(e) the complaint is made in bad faith or for improper
or vexatious;

(f) there is no reasonable likelihood that an i
investigation will reveal evidence of a contravention

(g) having regard to all the circumstances of the c
complaint is not warranted.

(3) The Chief Commissioner may, at any time after a co
defer further action if another proceeding, in the opinion
is more appropriate having regard to the nature of the
the other proceeding.

2000, c.26, s.

16

The Saskatchewan Human Rights Code

Being

Chapter S-24.1 of the *Statutes of Saskatchewan, 1979* (effective August 1, 1979) as amended by the *Statutes of Saskatchewan*, 1980-81, c.41 and 81; 1989-90, c.23; 1993, c.55 and 81; 2000, c.26; 2007, c.49; 2013, c.71; 2015, c.9 [S.S.] and 2024, c.E-13.1 and c.33.

NOTE:

This consolidation is not official and is subject to House amendments and Law Clerk and Parliamentary Counsel changes to Separate Chapters that may be incorporated up until the publication of the annual bound volume. Amendments have been incorporated for convenience of reference and the official Statutes and Regulations should be consulted for all purposes of interpretation and application of the law. In order to preserve the integrity of the official Statutes and Regulations, errors that may have appeared are reproduced in this consolidation.

In some cases, appropriate resolution for a complaint is determined by the Chief Commissioner and the case management review process.

Once a complaint has been formalized, the Commission works to help the parties find an appropriate and timely resolution. Most of the time, complaints are resolved through mediation. When mediation is unsuccessful, the complaint is referred to investigation to capture a better understanding of the complaint.

The Commission's Director of Resolution assigns a staff investigator to request necessary documents, interview witnesses and take statements. That information is used to prepare a disclosure report that is sent to the complainant and to the respondent. Either party can ask for clarification, and provide additional information to the investigator.

Every year many complaints are resolved as a result of the investigation process. When the parties cannot agree, the investigator will present the disclosure report to the Commission's case management team.

CASE MANAGEMENT

The case management process begins when the Chief Commissioner reviews the evidence provided to the SHRC's investigator. The investigator and the commission's legal team meet with the Chief Commissioner to discuss the information that has been gathered.

The objective of the discussion is to determine whether one of three options is appropriate for the particular complaint:

* This summary offers a brief overview of the case management process and it may not be applicable in all situations. See the "Resolution Roadmap" at saskatchewanhumanrights.ca for more information.

- Dismissal,
- Deferral, or
- Referral to the Court of Queen's Bench for a hearing.

DISMISSAL

Throughout the review process, the Section 27 of *The Saskatchewan Human Rights Code* gives the Chief Commissioner the authority to dismiss a complaint, at any time after a complaint is filed or initiated.

The Chief Commissioner may find after careful consideration that the complaint is without merit, that it raises no significant issue of discrimination, or that the complaint has been appropriately dealt with pursuant to another Act or proceeding. In this situation, the Chief Commissioner, with the advice of the case management team, may dismiss a complaint.

DEFERRAL

The Chief Commissioner can also elect to defer a complaint to what he feels another process can offer a more appropriate remedy.

For example, an individual whose employment has been terminated might have previously initiated a union grievance process, in addition to filing a human rights complaint.

In this situation, the Chief Commissioner can defer the Commission's complaint process in order to determine if union-employer negotiation will achieve an outcome that would otherwise meet the objectives of the *Code*.

REFERRAL TO THE COURT OF QUEEN'S BENCH

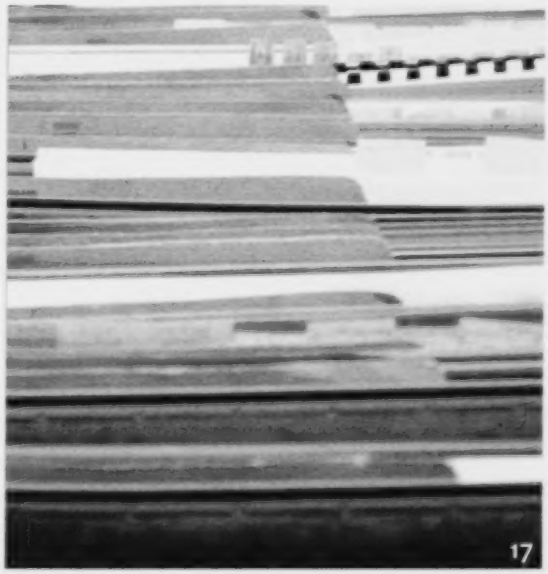
If, through the case management process, the Chief Commissioner feels that dismissal or deferral are not appropriate for a given case, he may find that the complaint has sufficient merit to refer it to the Court of Queen's Bench for hearing.

Before a referral occurs, the Chief Commissioner may exercise his authority under Section 29.5 of *The Saskatchewan Human Rights Code* and direct parties to enter into mediation before referral to a formal hearing. The goal of directed mediation is to create one last opportunity to resolve the complaint without engaging the Court process.

In some cases, a "final offer" of settlement by the respondent is taken into account. If the Chief Commissioner considers such an offer to be fair and reasonable, but the complainant has rejected it, the complaint may be dismissed. If a reasonable offer is not made, the matter will proceed to hearing, as directed by the Chief Commissioner.

HEARING

Within 90 days of the date of the directed mediation, the matter will, in most cases, be referred to the Court of Queen's Bench for hearing. The hearing will be conducted by the Commission's lawyer. A hearing of this nature will likely take no more than two or three days to complete. Less than 2% of all complaints are expected to proceed to hearing.



Pillar 3 - Systemic Advocacy

The Commission pursues systemic advocacy where there could be benefit to a group of people, beyond those who initiate or bring forward a complaint.

In partnership with stakeholder organizations, government agencies, and individuals, the Commission is working in a systemic manner to collaboratively resolve rights-related issues that affect groups of people.

Resolution may take many forms, and outcomes may include short, medium, and long-term goals. The exploratory nature of systemic advocacy permits agreed upon outcomes that can better meet emergent, as well as perceived, needs.

The mandate to address systemic discrimination and related issues experienced by cohorts of individuals is found in Section 25 (h) of *The Saskatchewan Human Rights Code*, that states, the Commission shall:

> promote and pursue measures to prevent and address systemic patterns of discrimination.

ACCESSIBLE TRANSPORTATION SYSTEMIC ADVOCACY PROJECTS

On June 14, 2016, the Saskatchewan Human Rights Commission recognized the work to improve accessible public transportation in the City of Regina at the annual provincial paratransit service providers meeting.

Chief Commissioner Arnot commended all transportation service providers to review and consider the recommendations made in the Commissions report, "Achieving Accessible Transportation: A Systemic Approach for Saskatchewan," which describes how stakeholders are working together to transform public transportation for people with disabilities in Saskatoon and Regina.

"This document is intended as a blueprint for all other municipalities," said Chief Commissioner Arnot. "It is my belief that there is much to be gleaned from the benchmarks established in this report."

"Effective and accessible transit service is a vital need in our community as we strive to be as inclusive and sustainable as possible," said Mayor Michael Fougere. "We have focused on affordable upgrades that are available to all cities looking to make a big impact in the lives of transit users with disabilities, and we will continue to implement all recommended changes mentioned in the SHRC's report."

The provincial Disability Strategy, launched in June 2015, stresses that accessible public transportation is about helping people with disabilities get from place to place, and it is about creating an inclusive society.

DISCRIMINATION IN HOUSING

The public consultation portion of the systemic advocacy process exploring discrimination in housing was completed in the 2016-17 business year.

The community stakeholders that have been involved in this initiative since its inception are conducting additional research that will be integrated into report. This research includes contributions from:

- Community Legal Assistance Services For Saskatoon Inner City (CLASSIC), which has contributed several legal analysis memos on policy issues that have been identified through the public consultations, and
- The Saskatoon Housing Initiatives Partnership (SHIP), which is preparing a backgrounder on low-income housing availability and homelessness in Saskatoon.

Meetings with Public Health, Fire and Protective Services and with Crime-Free Multi Housing (an initiative of the City Police to certify housing providers who make an effort provide safe housing) have helped to identify opportunities for future collaboration. Housing Analysts with the City of Saskatoon were consulted about their efforts to encourage the development of affordable housing.

Increasing the awareness about the rights and responsibilities for landlords and tenants was cited as a goal for many stakeholders; efforts to develop educational information are underway. The Commission legal team is reviewing a draft "fact sheet" on rights and responsibilities, which will be distributed widely through the networks that were been built during this initiative.

DEAF AND HARD OF HEARING ADVOCACY

Following a comprehensive consultation of members of the D/deaf and hard of hearing community in 2015-16, the Commission prepared and published, "Access and Equality for Deaf, deaf, and Hard of Hearing People: A Report to Stakeholders" document on May 2016.

The Commission invited individuals and agencies to nominate representatives to serve on a systemic advocacy advisory committee. Thirteen individuals were selected, and the first meeting was scheduled to take place in December 2016. Representatives from the Ministries of Education, Health, Justice, and Social Services joined the committee in March.

Through the series of monthly meetings, the Committee created a working terms of reference, and have begun a work plan. The goal is to support the rights and needs of deaf and hard of hearing people by promoting and pursuing measures that address systemic patterns of discrimination and inequity. The Committee also works to empower people to know their own rights and to encourage self-advocacy.

In Photos

The Honourable Irwin Cotler, September 30, 2016.

Mr. Bill Waiser, October 20, 2016

Professor Paul Finkelman, "Slavery" November 29, 2016

Archbishop Donald Bolen, "Reconciliation and Healing," January 9, 2017

His Worship, Mayor of Saskatoon, Charlie Clark, March 28, 2017

SHRC Speaker Series Events 2016/17

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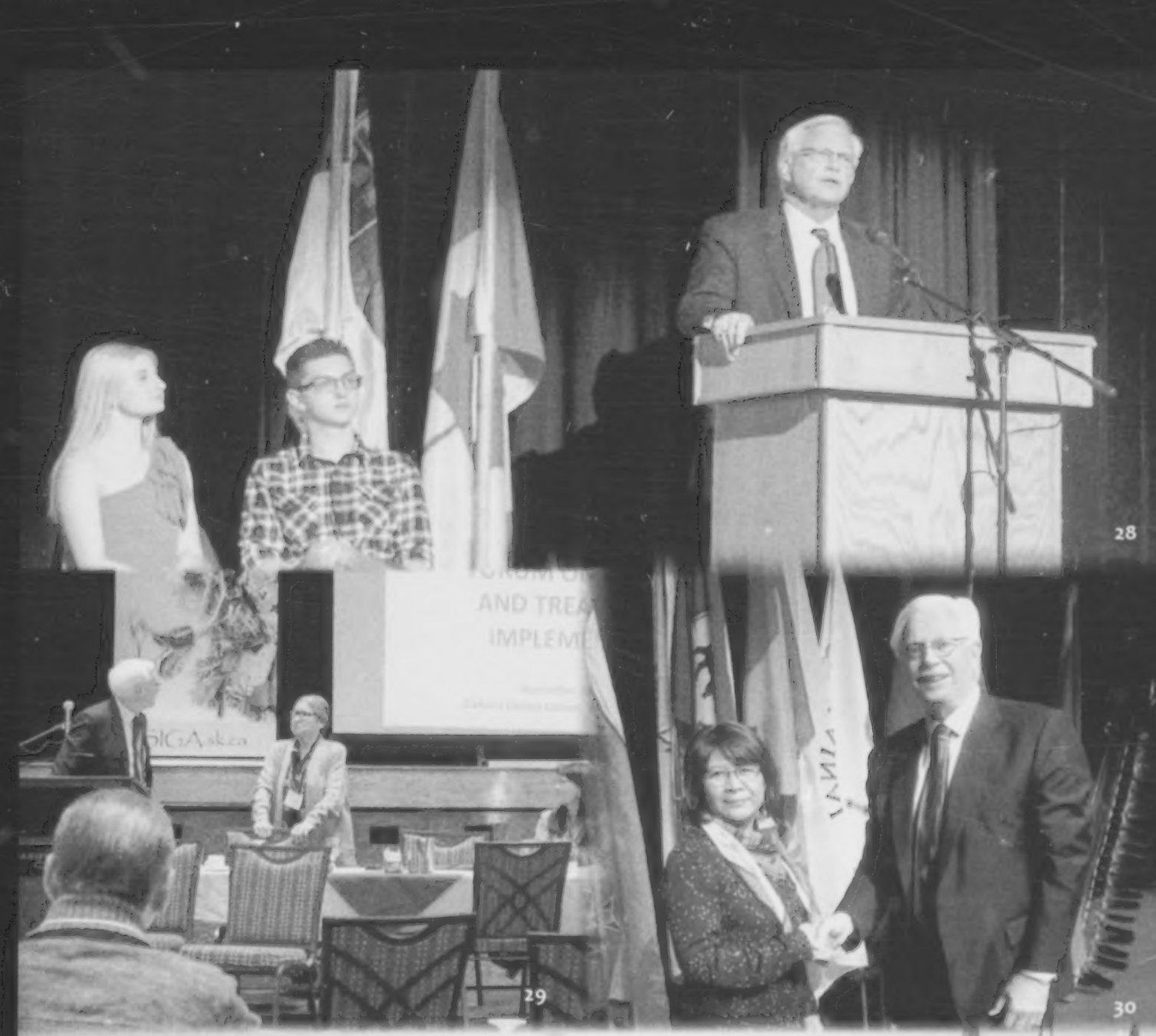

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Pillar 4 - Public Education

A key feature of the Commission's mandate, and a pillar of the strategic plan, public education promotes human rights for all citizens.

SCHOOL BOARDS AND COMPETING RIGHTS

On April 20, Chief Commissioner Arnot spoke to the Saskatchewan School Boards Association (SSBA) about competing rights. The SSBA had requested a presentation on what is becoming a priority issue in Saskatchewan.

Chief Commissioner Arnot encouraged the SSBA to work proactively to resolve competing rights. He noted that this can arise where one person's rights come into conflict with the rights of others. For example, a service animal, assisting a person with a visual impairment, could potentially cause a severe allergic reaction in another person. Arnot noted that while no right "trumps" another right, and no rights are absolute, difficult accommodation decisions need to be made.

Human rights legislation and case law suggests that every situation must be evaluated on a case-by-case basis in the search for solutions. However, essential human rights principles can guide the accommodation process. This includes focussing on the:

- The equality of all people,
- Equity when equality is not being, or cannot be, achieved, and
- The inherent dignity of the individual.

PHYSICAL EDUCATION AND EQUITY

The Saskatchewan Physical Education Association (SPEA) held their annual conference on May 11. With the theme of, "Moving with Purpose," the association focused their event on inclusion and through physical activity.

In his presentation, Chief Commissioner Arnot noted that the health and well being of our society is directly proportional to:

1. The health and well being of all our communities, and
2. How well individuals and groups are included in all aspects of community life.

He noted that when the children and youth of today see how physical education teachers include all students in their classrooms, activities, and at other physical learning opportunities, they learn an important lesson.

> They learn that all people have a rightful place in our society, and that small changes can make a big difference. They also learn that difference is often not as important as it at first might seem when everyone is participating together. Whether it is the modified game or physical activity in the gym, or the ramp, lowered light switch, or elevator to the gym, it all facilitates inclusion.

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HUMAN RIGHTS CONFERENCE

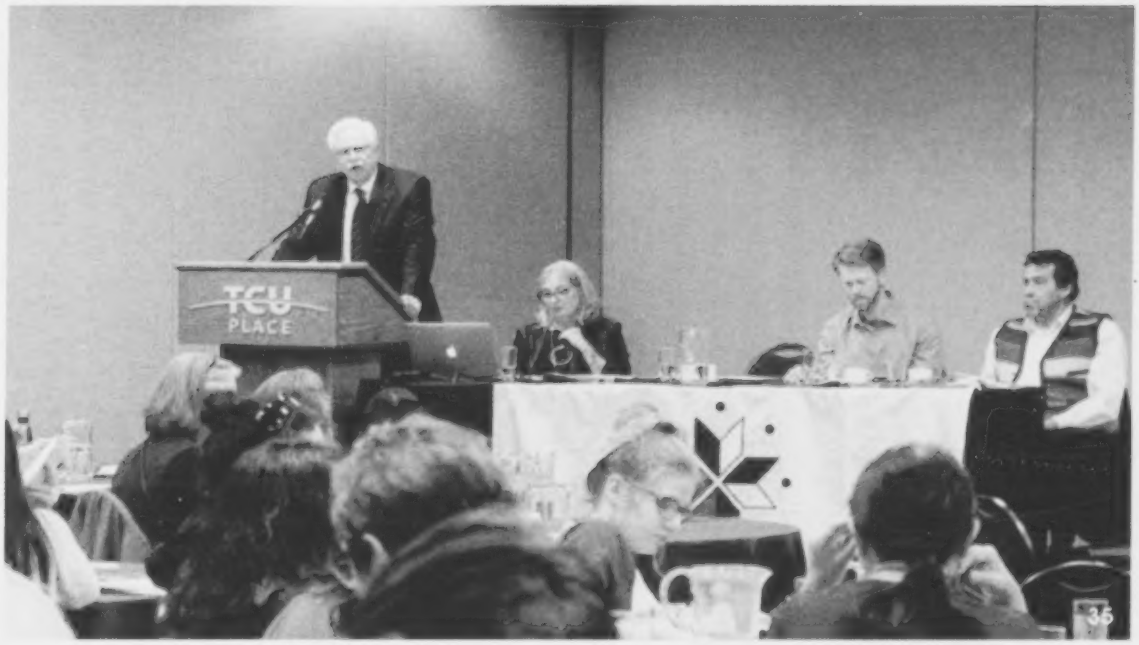
The University of Saskatchewan's College of Law held a conference on human rights on September 30 and October 1, 2016.

Mr. Paul Finkelman, the Ariel F. Sallows Chair of Human Rights, presented this event. Topics included political prisoners, human trafficking, domestic incarceration, refugees and education. With the theme, "Human Rights in the 21st Century: Honouring The Honourable Irwin Cotler, PC," the conference celebrated the work of one of Canada's most well-known human rights activists.

In his keynote address, Mr. Cotler charged the attendees to reflect on the words imparted to him by his father and mother:

> If you want to pursue justice, you have to understand, you have to feel, the injustice about you. You have to go in and about your community, and beyond, and feel the injustice and combat the injustice, otherwise the pursuit of justice will remain a theoretical abstraction.

Pillar 4 - Citizenship Education



Citizenship education is successful when everyone understands their rights and responsibilities, and demonstrates respect for others.

Throughout the 2016-17 fiscal year, the Commission supported citizenship education as a means to promote and protect human rights at workshops and school learning days.

HOLOCAUST (SHOAH) KNOWLEDGE EXCHANGE DAY

On September 15, 2016, the Commission and the Saskatchewan Education Leadership Unit collaborated to hold a Holocaust (Shoah) knowledge exchange day in Moose Jaw. Teachers explored strategies to provide effective learning opportunities, and shared learning techniques that will help students understand the impact of the Holocaust on the world. Participants listened to Holocaust survivor Felicia Carmelly, networked with other educators, developed plans to guide their teaching experiences, and learned about hosting a Holocaust education event.

CREATING A CULTURE OF STUDENT ENGAGEMENT

On October 11, Chief Commissioner Arnot spoke to more than 500 teachers about rights and good citizenship at the Tsuu T'ina First Nation in Alberta. He observed that because of the work of the Truth and Reconciliation Commission, there is a demand for Indigenous knowledge and understanding.

He noted that the TRC carefully assembled encompassing, impassioned, and clear calls to actions that will change the lives of Indigenous people who have been affected by the residential school system. Helping students understand the residential school system will help them deal with the legacy of the residential school system. In turn, this will help heal the relationship between Indigenous people and all other Canadians.

CANADIAN RACE RELATIONS FOUNDATION (CRRF) HONOURABLE MENTION

Chief Commissioner Arnot accepted the honourable mention for Concentus' nomination for the CRRF's Award of Excellence in the government/public category at their biennial national conference. That nomination reads, in part:

- [This work] is premised on the belief that Canada needs fully engaged citizens. We need citizens who question, critically examine, advocate, respect others, and defend responsibilities and democratic rights at local, regional, provincial, national, and global levels.
- Looking at this from an educational perspective, what Canada needs are Grade 12 graduates, 18-year-old voting citizens who have functional citizenship knowledge, and a fundamental commitment to their duty to make the world a better place.

Arnot stated that the ongoing success of the citizenship education project is attributable to many factors including pressing classroom need, teacher support, and the backing of educational and Ministerial organizations.

This would not be possible without the generous support of the Law Foundation of Saskatchewan. The Law Foundation is a critical and significant champion of Canadian citizenship.

NATIONAL CONGRESS ON RURAL EDUCATION IN CANADA

With the theme, "Strengthening the Circle: Creating Connections," the annual conference on rural education focused on how schools could take meaningful actions that support the TRC's Calls to Action. Held from March 26 to 28, educators, school leadership, and administrators gathered to hear how they could be a part of the reconciliation process.

In speaking at the preconference workshop, Chief Commissioner Arnot said that it would be difficult, if not impossible, to heal relationships without a basic understanding of the issues by the larger public. He stated that:

> The message that "we are all treaty people" is a message for all Canadians. All Canadians must understand and respect what this means – not because it is an obligation or because it is the right thing to do – it is our shared history. It binds us and requires us to act together for the betterment of all our communities.

Responding to Employer Questions

In 2016-17, the Commission received over 450 questions from employers; many concerns are about accommodating disability.

The *Saskatchewan Human Rights Code* prohibits employers from discriminating against employees on the basis of "prohibited grounds." Prohibited grounds are protected personal or individual characteristics. Allegations of discrimination may result in a human rights complaint against a business or employer.

Since 2013, the Commission's expertise is available to businesses who are seeking information about human rights in an employment setting. To speak with someone about your business concern, call (306) 933-5952.

The following are four examples of the most frequently asked questions from the 2016-2017 business year.

1. What are the Employer's rights?

In general, an employer has broad discretion in assigning work or setting the terms of employment, including scheduling and salary.

However, the reasons for employer decisions must not be discriminatory according to the Code, and must adhere to other legal requirements under the Employment Act and other pertinent laws and rules. Specifically, an employer is prohibited from discriminating against an employee on the basis of a prohibited ground.

If an employee is requesting an accommodation for reasons related to a prohibited ground (such as disability or religion), an employer is entitled to reasonable information that supports the accommodation request.

2. I've been informed that the insurance provider has denied my employee disability benefits, or these benefits have now been cancelled. Can I now safely terminate the employee?

No. An employer must not rely on the insurance provider's actions. Employers must seek to determine for themselves whether or not an employee is able to return to work. In this situation, an employer should contact the employee and discuss the situation.

3. Can I terminate an employee who I believe is using drugs or alcohol?

In some cases, an employee who is using drugs or alcohol inappropriately is addicted, and this addiction may be classified as a disability. As with other disabilities, employees who suffer alcoholism or other drug addictions may need accommodation. As such, an employer should seek to gather more information from the employee before dismissing her or him.

Some workplaces will have stringent alcohol and drug policies because of the safety-sensitive nature of their work. Employees who work in an impaired state may be a danger to themselves and others, and employers have a responsibility to provide a safe work environment.

4. How long do I have to keep a sick/disabled employee's job for them? My employee has been away from work for more than 1/2/3/ or more years?

Under human rights legislation, there is no prescribed limit to how long an employee may be kept as an employee while away on sick or disability leave.

Equity Partnerships

EMPLOYERS

City of Prince Albert	City of Regina	City of Saskatoon
Community Health Services (Saskatoon) Association Ltd.	Crown Investments Corporation	Government of Saskatchewan
Information Services Corporation of Saskatchewan	Innovation Place (Saskatchewan Opportunities Corporation)	John Howard Society of Saskatchewan
Law Society of Saskatchewan	MicroAge Regina	Northlands College
Parkland Regional College	Prince Albert Co-operative Health Centre	Regina Police Service
Regina Public School Division	Regina Women's Community Centre	Saskatchewan Apprenticeship and Trade Certification Commission
Saskatchewan Crop Insurance Corporation	Saskatchewan Gaming Corporation	Saskatchewan Government Employees' Union
Saskatchewan Government Insurance	Saskatchewan Human Rights Commission	Saskatchewan Polytechnic
Saskatchewan Legal Aid Commission	Saskatchewan Liquor and Gaming Authority	Saskatchewan Teachers' Federation
Saskatchewan Transportation Company	Saskatchewan Water Corporation	Saskatchewan Watershed Authority
Saskatchewan Workers' Compensation Board	Saskatchewan Writers' Guild	Saskatoon Police Service
SaskEnergy	SaskPower	SaskTel
United Way of Saskatoon	University of Regina	University of Saskatchewan

PRE-KINDERGARTEN TO GRADE 12 SCHOOL DIVISIONS

Creighton	Good Spirit	Greater Saskatoon Catholic Schools
Holy Trinity RCSSD	Horizon	Île-à-la-Crosse
The Light of Christ RCSSD	Living Sky	Lloydminster RCSSD
Northern Lights	Prairie Spirit	Prairie Valley
Prince Albert RCSSD	Regina RCSSD	Saskatchewan Rivers
Saskatoon Public	South East Cornerstone	

Total number of new complaints in 2016/2017: **444**

Total number of complaints formalized in 2016/2017: **141**

Table 1: Summary of Complaints Formalized
April 1, 2016 to March 31, 2017 by Grounds[1] and Category

CATEGORY	Age	Aboriginal Ancestry	Other Ancestry[2]	Marital Status	Disability	Religion[3]	Sexual Harassment	Sex / Gender / Other	Sex / Pregnancy	Family Status	Sexual Orientation	Public Assistance	N/A / Drug Test	Total Grounds	Grounds Cited
Education	0	1	1	0	5	1	0	0	0	6	0	1	0	8	4.8%
Employment	6	0	6	1	78	2	22	1	15	0	3	0	0	141	83.9%
Housing	0	0	1	0	1	1	0	0	0	0	0	0	0	3	1.8%
Public Services	1	2	2	0	4	0	2	1	1	0	0	0	0	13	7.7%
Purchase of Property	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
N/A	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0.6%
Other	0	0	1	0	0	0	0	0	0	0	0	0	1	2	1.2%
TOTAL GROUNDS	7	3	11	1	89	4	24	2	16	6	3	1	1	168[1]	100%
% Grounds Cited	4.2%	1.8%	6.5%	0.6%	53%	2.4%	14.3%	1.2%	9.5%	3.6%	1.8%	0.6%	0.6%		
% Total Complaints	5.0%	2.1%	7.8%	0.7%	63.1%	2.8%	17%	1.4%	11.3%	4.3%	2.1%	0.7%	0.7%		

Notes:

[1] Some complaints allege several grounds of discrimination. For this reason, the total number of grounds cited (168) exceeds the total number of complaints formalized (141).

[2] Other Ancestry includes colour, nationality, place of origin, race, and perceived race.

[3] Religion includes creed.

TABLE 2: Files Opened and Closed

TABLE 4: Business Line Inquiries & Calls

TABLE 3: Disposition of Complaint Files

TABLE 5: Main Line Calls & Email Inquiries

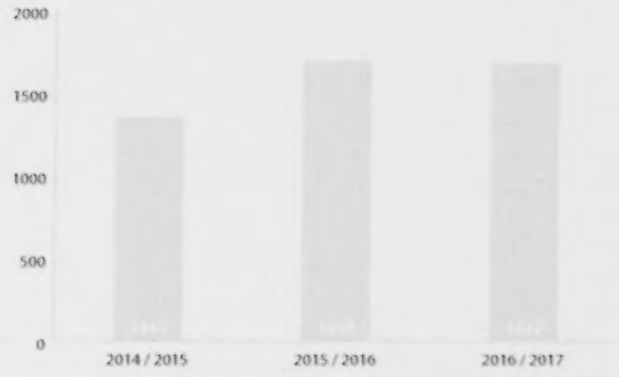


TABLE 5: Finances

In 2016-2017, the Commission had an approved budget of $2,406,000.

	2013-2014	2014-2015	2015-2016	2016-2017
Salaries, Benefits and Honouraria	$1,892,000	$1,963,000	$2,003,000	$2,218,000
Operating	$188,000	$188,000	$188,000	$188,000
Total	$2,080,000	$2,151,000	$2,191,000	$2,406,000

The Commission

The 2016-2017 Commission staff include individuals working full-time, part-time, and casual.

Front (left to right): Robin Burlingham, Julian Bodnar, Jocelyn Putland Wiebe, Connie Windecker, Norma Gunningham-Kapphahn, Maryna Kostovska, Andrew Livingston, Carol Riekman, and Dianne Jones.
Rear (left to right): Scott Newell, Clint Pederson, Brenda Robertson, Karen Materi, Meghan Seidle, Paula Jane Remlinger, Robin Mowat, Lewanna Dubray, David Arnot (Chief Commissioner), and Lola Ayotunde.

Missing: Laurie Adrian Rude, Holly Bressler, Bill Craik, Julie Fendelet, Andrea Halstead, David Katzman, Ryan Kennedy, Sheena McCallion, Robin McMillan (on leave), Darrell Seib, Ken Truong.

Commissioners*
Colleen Cameron
Paul Favel, Q.C.
Jan Gitlin
Heather Kuttai
Mike San Miguel
Barry Wilcox, Q.C.

**Commissioners are appointed by an Order in Council*

Photographic images not otherwise captioned:
COVER: © iStockphoto.com/STILLFX

1. Sherry Van Hesteren, Aden Bowman Students, Mayor Charlie Clark, Chief Commissioner David Arnot, Bill Kapphahn, and Joel Westheimer; Courageous Conversation Forum, Saskatoon, November 15, 2016; photo courtesy Aden Bowman E-Journalism Team, 2016.
2. Participants; Courageous Conversation Forum, Saskatoon, November 15, 2016; photo courtesy Aden Bowman E-Journalism Team, 2016.
3. Patricia Prowse and Cathy Mills (SELU); Courageous Conversation Forum, Saskatoon, November 15, 2016; photo courtesy Aden Bowman E-Journalism Team, 2016.
4. Commissioner Jan Gitlin, Dr. Fatima Coovadia, and participants; Courageous Conversation Forum, Saskatoon, November 15, 2016; photo courtesy Aden Bowman E-Journalism Team, 2016.
5. Chief Commissioner David Arnot and Jeff Bollenbach (Bell Media General Manager for Manitoba and Saskatchewan Radio and Television); CTV Saskatoon Citizen of the Year Event, Saskatoon, March 31, 2017.
6. Elder Joe Naytowhow; "Call to Action" Day, McClure United Church, Saskatoon, October 29, 2016.
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16. Cover, inside page from The Saskatchewan Human Rights Code, http://www.qp.gov.sk.ca/documents/English/Statutes/Statutes/S24-1.pdf.
17. Photo illustration of case management files.
18. Chief Commissioner David Arnot and Mayor Michael Fougere; Provincial Paratransit Service Providers Meeting, Regina, June 14, 2016.
19. Cover Image of the "Access and Equality for Deaf, deaf, and Hard of Hearing People: A Report to Stakeholders" report, http://saskatchewanhumanrights.ca/pub/documents/news/2016/20160512_SHRC_DdHoH_Report.pdf.
20. Student presentation; Raoul Wallenberg Day commemoration event, Saskatoon, February 7, 2017.
21. Scott Newell; CBA Saskatchewan Branch 2017 Mid-Winter Meeting, February 2, 2017.
22. Commissioner Heather Kuttai, Jocelyn Blouin, and Paul Gustafson; College of Kinesiology, University of Saskatchewan, November 24, 2016.
23. The Honourable Gordon Wyant, Q.C. and Chief Commissioner Arnot; December 7, 2016.
24. Archbishop Donald Bolen and Chief Commissioner David Arnot; Speaker Series Presentation, First Nations University of Canada, Regina, January 19, 2017.
25. June Avivi receives teaching excellence and leadership award from Chief Commissioner David Arnot; Holocaust Memorial Event, Catholic Cathedral, Saskatoon, April 18, 2016.
26. Commissioner Jan Gitlin, Heather Fenyes, and Nancy Barr, and Chief Commissioner David Arnot (Nancy Barr receiving teaching excellence and leadership award from Chief Commissioner Arnot); Holocaust Memorial Event, Catholic Cathedral, Saskatoon, March 22, 2017.
27. Dan Siebert (Board Chair, Mennonite Central Committee (Sask)), Chief Commissioner David Arnot, and Peter Guenther (Past Board Chair, Mennonite Central Committee (Sask)); Saskatoon, January 14, 2017.
28. Chief Commissioner David Arnot; Raoul Wallenberg Day commemoration event, Saskatoon, February 7, 2017.
29. Chief Commissioner David Arnot and Elder Jean Oakes; FSIN Forum on Inherent and Treaty Rights Implementation, Whitecap First Nation, November 28, 2016.
30. Chief Commissioner David Arnot and Tsuu T'ina Education Director Valerie McDougall; "Creating a Culture of Student Engagement" conference, Tsuu T'ina First Nation, Alberta, October 11, 2016.
31. SHRC Commissioners and staff with the Honourable Gordon Wyant, Q.C. and Chief Commissioner Arnot; Saskatoon, December 7, 2016.
32. Meghan Seidle, Lewanna Dubray, Brenda Robertson, Jocelyn Putland Wiebe, Robin Burlingham, and Lola Ayotunde; Holocaust Memorial Event, Catholic Cathedral, Saskatoon, April 18, 2016.
33. Nate Leipciger, Holocaust survivor with students; Holocaust Memorial Event, Catholic Cathedral, Saskatoon, April 18, 2016.
34. Mr. Irwin Cotler; "Human Rights in the 21st Century: Honouring The Honourable Irwin Cotler, PC" conference, University of Saskatchewan, September 30, 2016.
35. Chief Commissioner David Arnot, Cathy Mills, Rhett Sangster, and Harry Lafond; "Strengthening the Circle: Creating Connections" National Congress on Rural Education in Canada, Saskatoon, March 26, 2017.
36. Chief Commissioner David Arnot; "Inclusive Canada: 2017 and Beyond" Canadian Race Relations Foundation National Conference, Toronto, October 26, 2016.